

CIA INTERNAL USE ONLY

28 February 1957

PROPOSED RETIREMENT LEGISLATION

of

The Central Intelligence Agency

1. The basic objective in proposing legislation concerning retirement for CIA personnel is to improve the Service by providing retirement at an age earlier than that provided by the Civil Service system together with an "augmented" annuity to those persons who have served extensively overseas with CIA.

2. The proposed plan for personnel with extensive overseas service with CIA is as follows:

a. Upon reaching the age of 50 an individual may request the Director of Central Intelligence to approve his retirement if all of the following conditions are met:

- (1) He has 20 years total creditable Government service;
- (2) He has been employed by CIA for at least 10 years;
- (3) His total CIA overseas service (including TDY and PCS) is equivalent to not less than 40% of his total service with CIA prior to his having reached age 50 with a minimum of 5 years overseas.

b. The Director of Central Intelligence will decide whether it is in the interest of the Government to permit the individual to retire.

c. If the Director approves the request of the individual, he may retire

- (1) with full annuity without the reduction for early retirement as provided by Section 9(d) of the Civil Service Retirement Act, and
- (2) his years of creditable service will be augmented at the rate of one year for each four years served overseas with CIA.

3. All CIA personnel who do not meet all the conditions stated above will retire under the provisions of the Civil Service Retirement Act.

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## ESTIMATED ANNUITIES UNDER FOREIGN SERVICE AND PROPOSED CIA PLAN

SAMPLE SITUATION				Average 5 Yr.-High Salary	Foreign Service Annuity	CIA Proposed Annuity
I	Ret. Age	50 yrs.				
	EOD Age	40 yrs.		\$ 4,500	\$ 1,800	\$ 1,756
	CIA Service	10 yrs.		6,300	2,520	2,441
	O/S Service	5 yrs.		10,000	4,000	3,875
	Total Service	20 yrs.		14,000	5,600	5,425
	Comp. Service	21 yrs.				
II	Ret. Age	50 yrs.				
	EOD Age	35 yrs.		4,500	1,800	1,779
	CIA Service	15 yrs.		6,300	2,520	2,473
	O/S Service	6 yrs.		10,000	4,000	3,925
	Total Service	40 yrs.		14,000	5,600	5,495
	Comp. Service	21 yrs.				
III	Ret. Age	50 yrs.				
	EOD Age	25 yrs.		4,000	2,250	2,319
	CIA Service	25 yrs.		6,000	3,150	3,229
	O/S Service	10 yrs.		10,000	5,000	5,125
	Total Service	35 yrs.		14,000	7,000	7,175
	Comp. Service	7 yrs.				
IV	Ret. Age	50 yrs.				
	EOD Age	35 yrs.		4,500	2,430	2,409
	CIA Service	15 yrs.		6,300	3,402	3,375
	O/S Service	6 yrs.		10,000	5,400	5,325
	Total Service	27 yrs.		14,000	7,560	7,455
	Comp. Service	28 yrs.				
V	Ret. Age	50 yrs.				
	EOD Age	20 yrs.		4,500	2,700	2,814
	CIA Service	30 yrs.		6,300	3,780	3,922
	O/S Service	12 yrs.		10,000	6,000	6,225
	Total Service	30 yrs.		14,000	8,400	8,715
	Comp. Service	37 yrs.				
VI	Ret. Age	50 yrs.				
	EOD Age	40 yrs.		4,500	2,250	2,229
	CIA Service	15 yrs.		6,300	3,150	3,103
	O/S Service	6 yrs.		10,000	5,000	5,052
	Total Service	21 yrs.		14,000	7,000	6,895
	Comp. Service	28 yrs.				
VII	Ret. Age	50 yrs.				
	EOD Age	30 yrs.		4,500	2,250	2,229
	CIA Service	20 yrs.		6,300	3,402	3,375
	O/S Service	8 yrs.		10,000	5,400	5,375
	Total Service	28 yrs.		14,000	7,560	7,415
	Comp. Service	29 yrs.				
VIII	Ret. Age	60 yrs.				
	EOD Age	40 yrs.		4,500	1,800	1,779
	CIA Service	20 yrs.		6,300	2,520	2,473
	O/S Service	10 yrs.		10,000	4,000	3,925
	Total Service	30 yrs.		14,000	5,600	5,495
	Comp. Service	21 yrs.				
IX	Ret. Age	60 yrs.				
	EOD Age	40 yrs.		4,500	2,700	2,714
	CIA Service	20 yrs.		6,300	3,780	3,716
	O/S Service	10 yrs.		10,000	6,000	6,015
	Total Service	30 yrs.		14,000	8,400	8,435
	Comp. Service	32 yrs.				
X	Ret. Age	60 yrs.				
	EOD Age	35 yrs.		4,500	3,150	3,219
	CIA Service	25 yrs.		6,300	4,410	4,489
	O/S Service	10 yrs.		10,000	7,000	7,125
	Total Service	35 yrs.		14,000	9,800	9,975
	Comp. Service	37 yrs.				